

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh komitmen organisasional dan self-efficacy terhadap kepuasan kerja pegawai di Kantor Camat X Kabupaten X. Kepuasan kerja merupakan faktor penting dalam meningkatkan kinerja dan kualitas pelayanan publik, sehingga perlu dipahami faktor-faktor yang memengaruhinya, khususnya komitmen terhadap organisasi dan keyakinan individu terhadap kemampuannya dalam menyelesaikan pekerjaan. Penelitian ini menggunakan metode kuantitatif dengan pendekatan asosiatif. Populasi dalam penelitian ini adalah seluruh pegawai Kantor Camat X yang berjumlah 36 orang, dan teknik pengambilan sampel menggunakan metode sampling jenuh sehingga seluruh populasi dijadikan sampel penelitian. Teknik pengumpulan data dilakukan melalui penyebaran kuesioner dengan skala Likert. Data yang diperoleh kemudian dianalisis menggunakan analisis regresi linear berganda dengan bantuan program SPSS. Hasil penelitian menunjukkan bahwa komitmen organisasional berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai, self-efficacy juga berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai, serta komitmen organisasional dan self-efficacy secara simultan berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai di Kantor Camat X. Dengan demikian, peningkatan komitmen pegawai terhadap organisasi dan penguatan self-efficacy dapat menjadi strategi penting dalam meningkatkan kepuasan kerja pegawai dan kualitas pelayanan publik.

Kata kunci: Komitmen Organisasional, Self-Efficacy, Kepuasan Kerja, Pegawai Kecamatan.

## **ABSTRACT**

*This study aims to analyze the effect of organizational commitment and self-efficacy on employee job satisfaction at the X District Office, X Regency. Job satisfaction is an important factor in improving employee performance and the quality of public services; therefore, it is necessary to understand the factors that influence it, particularly organizational commitment and individuals' confidence in their ability to perform tasks. This research uses a quantitative method with an associative approach. The population of this study consisted of all employees of the X District Office totaling 36 people. The sampling technique used was saturated sampling, in which all members of the population were used as the research sample. Data collection was conducted through the distribution of questionnaires using a Likert scale. The data obtained were analyzed using multiple linear regression analysis with the help of SPSS software. The results indicate that organizational commitment has a positive and significant effect on employee job satisfaction. Self-efficacy also has a positive and significant effect on employee job satisfaction. Furthermore, organizational commitment and self-efficacy simultaneously have a positive and significant influence on employee job satisfaction at the X District Office. Therefore, strengthening organizational commitment and enhancing employees' self-efficacy can be important strategies to improve job satisfaction and the quality of public services.*

*Keywords: Organizational Commitment, Self-Efficacy, Job Satisfaction, District Employees.*